

PROMISING PRACTICE

EDUCATION, TRAINING, & SUPPORT SERVICES

The WorkPlace - Health CareerRx Academy



Health CareerRx Academy's Foundations Workshop Week takes the uncertainty out of healthcare career options and expectations.

Southwestern Connecticut's The WorkPlace serves as its Workforce Development Board, helping job seekers prepare for careers and strengthening the workforce for employers. Their **Health CareerRx Academy** program focuses specifically on preparing participants for careers in the healthcare field.

Health CareerRx Academy administrators observed that a significant number of participants were enrolling in healthcare trainings but not completing them. Other participants wanted to enter or advance in the healthcare field but did not know the options available to them.

Although separate issues, the Health CareerRx Academy wanted to address both with a single solution. They sought to improve enrollment and reduce attrition in healthcare training programs by creating opportunities for participants to learn about available career options and discover how they might tailor their personal and professional goals to their career of choice.

Foundations Workshop Week is a weeklong series of purposeful classes centered around career planning. Sessions address a variety of topics that help improve and strengthen personal and professional development, as well as other necessary skills for those new to or re-entering the healthcare field. Specific topics include creative communication strategies, behavioral style assessments, goal planning, job search basics, conflict resolution, diversity training, and mindfulness. All are designed to help students attain the next level of achievement and develop healthy behaviors to take into the workforce.

At the start of the week, participants receive a Career Planning Worksheet and Occupations Handout. These documents are designed to complement and enhance participant engagement in the workshops. With the aid of workshop facilitators, participants respond to prompts on the handouts that help them explore their personal work style and goals. At the end of the week, participants use the information from these documents to identify suitable healthcare occupations and Health CareerRx Academy's Occupational Skills Training opportunities. From there, participants meet with a Career Counselor to further discuss possible careers and training.

Since implementing Foundations Workshop Week, Health CareerRx Academy has shortened the advising time required of each participant, while increasing the number of healthcare training enrollments. The Foundations Workshop Week reduced the rate of student attrition by giving participants an informed perspective on training requirements and expectations before entering their chosen program.

Purposeful workshops and helpful assessment tools ensure students are well-informed and properly prepared when selecting healthcare field career pathways that are right for them.

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